

CALL FOR SUPPORT



Topic: Active Screening / Temperature Checking

Information Requested: An ICBE member company would like to know if other companies are doing 'active screening' i.e. temperature checks at the doors of their factory in the morning or multiple times during the day etc.?

Objective: To learn what ideas/solutions other companies have come up with in this area - what checks they are completing and what processes / agreements they might have had to put in place in order to implement this screening.

We are not doing temp checks – Ibec have advised that it is not recommended, nor does it work in terms of Covid management.

We are conducting temperature screening as part of the entry to the site (while people are in their cars) before they park! The test is conducted later in the day I believe on exiting the canteen!

We are not doing any of this, we are working with the staff & how they are feeling themselves, if they have symptoms etc. However we insist on staff working with only their own shift in case someone does get sick and they need to isolate, all the staff in that shift may be affected, but no others.

We purchased some infra-red temperature readers but have not yet begun active screening, the concern is the person making the check has to be in close contact with those measuring and unless properly attired, this could pose a further risk.
So we would be interested to hear other companies solutions.

We are at present installing Temperature Check cameras at the entrance of our site. We are hoping to have these operational by this evening.
All employees entering the site at the start of their day / shift will be temperature checked.
If I can be of further help, please don't hesitate to contact me.

We have not implemented Temperature Checking and right now have no plans to introduce. We have taken this stance based on below:

The H.S.E have repeatedly and consistently advised that such a measure is not only unnecessary but also risks giving false sense of confidence. Data from countries who have implemented temperature monitoring indicates many false negatives (as people who have fevers AND who still insist on going to work tend to take paracetamol to reduce the temperature) and the level of "detection" of people with fevers was so low as to make the level of resourcing of such a practice impractical.

We have a system in place where members of the Management Team together with our Security Team take the temperature of each person as they come on site for their shift. If your Temperature of Ok – then you are allowed on site. We have a number of other measures then on site.

If your temperature is 37.5 or above you are re checked twice. If 2 or more readings are 37.5 or above you are asked to return home and seek medical advice. Hope this helps – but should you have any further questions please do not hesitate to contact me.

No we are not actively screening employees temperatures. Our HQ are requesting that we do, however we are resisting based on HSE guidance.

Security check temperatures at the gate when all employees, contractors and visitors (very limited numbers obviously) come to site. This is done using contactless thermometers, PPE is used and we have erected a temporary Perspex screen.

We have implemented a second check at employee's second break, they check themselves using contactless thermometer at multiple points throughout the site. Alcohol wipes and gloves are provided for this process.

We are not temperature testing & just yesterday we issued the attached comms regarding PPE (face mask use) & temperature checking stance.

We are not doing temp checks at the door, but my friend works in a company in Canada who are doing this each morning for each employee before they can start their shift. Information as follows (I have removed the company name);

1. Company will begin doing regular temperature checks on all employees working on-site. This will involve;
 - A temperature check first thing in the morning before beginning work, you must come in the main door.
 - A second temperature check after 10-15minutes to ensure accuracy as the first check will be lower than normal due to the cold weather outside.
 - A third temperature check around mid-day,
 - A final fourth temperature check before going home.

Each temperature check will be done the H&S area at reception with the H&S Officer. If H&S Officer is not present, she will be available for any queries.

- If you are below 37.6°C you may begin/ continue working.
- If your temperature is above 37.6°C, you will be asked to stay seated in the designated area (empty office assigned to this purpose) and a second test will be performed after 10minutes. If you are still above 37.6°C and a third test will be done after 30minutes. If you are still above 37.6°C you will be asked to return home.

Why do three tests? There are many environmental or external factors that can attribute to your temperature being high. CDC recommend waiting 30 minutes after eating, drinking or exercising and at least 6hours after taking medications like paracetamol, aspirin & ibuprofen.

Why 37.6°C? According to CDC 'COVID-19 Coronavirus disease CS314925A', a guideline for monitoring your health after returning from China, updated on the 03/02/20, states that a temperature of 38°C or higher is a fever.

The WHO states in their document 'Getting your workplace ready for COVID-19' 03/03/20 that anyone with even a mild cough or low-grade fever (37.3°C or more) needs to stay at home.
 The temperature range associated with the BRAUN thermometer being used on site, for an adult is ≥ 35.4 - ≤ 37.7 °C (normal), ≥ 37.7 - ≤ 39.4 °C (fever), and ≤ 39.4 °C a high fever.
 The Company will stay on the side of caution and use an average of both the CDC + WHO and recommend their higher limit/ cut-off point for employees to return or stay at home as 37.6°C.

2. If an employee displays a fever or flu-like symptoms at work, they will be asked to leave the workplace immediately, to monitor their symptoms and take regular recordings of their temperature.

The health and safety officer will complete the COVID-19 checklist and submit it to HR. A daily communication between the health and safety officer and HR will determine the steps involved for the employees return to work or self-isolation.

It is important for each employee to keep in contact with their supervisors during this process as each person is different and an informed decision will be made case by case.

3. If the employee is fit to return to work and have been cleared by HR, upon arrival to the office, they will isolate themselves in the designated area (assigned empty office etc). They will wait 15minutes for their body temperature to normalize and their temperature will be taken.

We are not doing them as not recommended by HSE. Not reliable as temp of employee can be elevated at point of entry due to i.e. cycling/ walking to work.

Covid-19 and temperature checking (9/3/20)

In response to a question on why the HSE doesn't recommend temperature checking as a screening tool, the reply from the HSE was as follows:

1. It doesn't work

Thousands of arriving travellers were screened during the SARS outbreak (a previous coronavirus outbreak), but no confirmed case was identified (data from Australia, Canada, Singapore)

2. It has unintended consequences

People with fever are more likely to conceal this by taking anti-pyretics (i.e. paracetamol). This can give a false sense of security (showing a negative simply because the temperature has been suppressed)

3. It is not recommended by the World Health Organisation (WHO) or the European Centre for Disease Control (ECDC)

This is what we are working from if it is helpful to you

	Are temperature checks ("TC") legally allowed? If so, under which criteria?	If TC is legally allowed, who is allowed to take the test? Company doctor on site? Any legally required process?	If TC is not legally allowed, what are the legal risks? Fines? Fines per single case?	Other comments/ if TC not allowed, any best practices/recommendation?
Ireland	Yes, with the consent of the employee	EHS Company doctor Person with medical training (TE EE)	In case of EE's consent, lower risk of data privacy breach	No trade union nor EE rep

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Current state / Problem we are trying to fix. Multiple use of the temperature tool / cleaning

Future state - Hands-free self temp monitoring.

2 Poke-yoke suggestions – (1) foot peddle activated temp testing. (2) complete hand free.

Action. See attached

The Body temperature or Fever monitoring solution we are planning to install incorporates the combination of thermal imaging and AI-facial recognition to detect elevated body temperature of people passing through the entrance hall of the factory. This system will have the capability to alert the individual of the elevated temperature, and also one or more personnel tasked with reacting to an alert situation.

I have engaged with several manufacturers and solution providers, but not yet settled on a specific system, so I would be keen to hear the experience of other who may have similar solutions already installed and of course share my own experiences.

GDPR of course is a concern and we have yet to navigate this path!!

In addition, we are reviewing a less technical, but confirmed very effective solution adapted by our sister company in China. The factory entrance control situation there is somewhat different to the automatically controlled turnstile entrances used in our two Irish factories. All employees and visitors enter the grounds of the Chinese factories, via a series of security huts which are manned 24 hours/day. Here the security guard manually takes the body temperature of the individual, using a handheld body temperature reader/scanner and an ear thermometer, if the body temperature reader flags a high temperature reading. This check is supplemented, however with a locally developed software database application. Via the applications GUI, all employees are requested to enter their body temperature prior to leaving their house to attend work. Based on feedback from my Chinese colleagues, this solution has been one of the most effective tools in ensuring that no employees suffering from elevated temperature, actually turn up at the factory entrance.